

CONFIDENTIAL EMPLOYEE BENEFIT OVERVIEW

<i>BENEFIT</i>	<i>DESCRIPTION</i>
Monthly Benefit Allotment	\$2,060, to purchase medical, dental, and life insurance, with unused portion paid to you as cash
Medical Health Plans	Blue Shield PPO Blue Shield PPO Savings Plus 2250 (High Deductible Plan) Blue Shield HMO Health Net HMO Kaiser HMO
Dental Plans	Delta Dental (without orthodontic benefits) Delta Dental (with orthodontic benefits for children only) DeltaCare (PMI) Dental
Vision Plan	Medical Eye Services (MES) – Optional
Life Insurance	\$25,000 Term Life Insurance (Optional additional life insurance, paid by you, at 1X, 2X, or 3X your salary)
Accidental Death & Dismemberment	Optional
Long-Term Disability Coverage	Paid by AQMD
Employee-Paid Long-Term Care Plan	Optional
Section 125	Optional (Medical Reimbursement Plan, Dependent Care Plan, Premium Conversion Plan)
Work Schedule	Four 10-hour days, Tuesday through Friday
Vacation	80 hours per year, increasing to 120 after five years
Holidays	12 paid holidays per year
Administrative Leave	10 hours per year
Sick Leave	100 hours per year
Other Leaves	Bereavement Leave Catastrophic Leave Jury Duty Leave Military Leave Witness Leave
Tuition Reimbursement	Reimbursed up to \$2,000 per year
Deferred Compensation (457 Plan)	AQMD matches, dollar for dollar, 100% of your regular contribution, up to the IRS maximum
Retirement	2% @ 55 defined benefit plan administered by San Bernardino County Employees' Retirement Association (SBCERA), which has reciprocity with most other public retirement systems. AQMD contributes 20.74% of gross salary plus certain other pay. You contribute from 3.25% to 5.18% of gross salary plus other pay, depending on your age at entry. Employees pay only the Medicare portion of Social Security.